

NOTICE OF LAYOFF PURSUANT TO THE WORKER ADJUSTMENT AND RETRAINING NOTIFICATION (WARN) ACT.

November 17, 2008

RE: Notice of Mass Layoff

This notice is being provided pursuant to the Workers Adjustment and Retraining Notification Act of 1988, which requires employers to give official notice to certain government units or officials of a pending mass layoff or facility shutdown.

Stillwater Mining Company operates the East Boulder Mine, the address which is FS 205, McLeod, MT 59052. As of **November 17, 2008** the company will substantially reduce its operations at the East Boulder Mine. As many as 526 employees will be permanently laid off on or about **January 16, 2009**. Attached is a schedule showing the job classifications and the number of affected employees in each classification.

In addition, workforce reductions not subject to the WARN Act may occur at other Stillwater Mining Company facilities, which are located as follows:

Stillwater Mine	2562 Nye Rd., Nye, MT 59061
Stillwater Metallurgical Complex	1891 & 1893 E 1 st Ave S., Columbus, MT 59019
Columbus Administration	536 East Pike Ave., Columbus, MT 59019
Columbus Warehouse	240 S. Diamond St., Columbus, MT 59019
Billings Corporate Office	1321 Discovery Dr, Billings, MT 59102

Employees have no "bumping rights". However, employees represented by the USW Local 11-0001, East Boulder Unit are governed by provisions as contained in the Collective Bargaining Agreement. The president of the local union is Mr. Jim Williams P.O. Box 927 Columbus, MT 59019.

Stillwater Mining Company intends to offer transitional support and assistance to lessen the impact of the layoff on affected employees and communities. Applicable pay and benefits will be continued with or without the performance of work through **January 16, 2009**.

If you want further information regarding the impact of this layoff on affected or potentially affected units of local government please contact John Beaudry at 406-373-8727 or 406-321-0263.

Respectfully,

John Beaudry
Public Affairs Manager

Attachment